

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer: County of Bergen County: Bergen
Employee Organization: PBA 221 - Invqtrs and Sqts Employees in Unit: 98
Base Year Contract Term: 01/01/09-12/31/13 New Contract Term: 01/01/14-12/31/16
Type of Settlement: Arbitrator's Award Fact-Finder Recommendation ☒ Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-18.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

Section III: Economic -

Costs inside base salary

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
	Economic	Non-salary Economic	Economic	Non-Salary Economic
	Inside Base Salary	Outside Base Salary	Inside Base Salary	Outside Base Salary
Salary.....	\$10,356,302	N/A	\$10,511,651	N/A
Increment....	\$1,616,119		\$1,877,549	
Longevity.....	\$64,400		\$64,400	

Section IV: Additional Costs

List economic items: indicate either inside or outside base salary as agreed to between the parties.

Item 1... Rank Differential	\$196,000		\$196,000	
Item 2...				
Item 3...				
Item 4...				
Item 5...				
Item 6...				
Item 7...				
Item 8...				
Item 9...				
Additional items				

Any additional items list on separate sheet

Section V: Totals -

	\$12,232,821		\$12,649,600	
Sum of costs in each column	(Total Economic)	(Total Non-salary	(Total Economic)	(Total Non-salary
	Sect III & IV	Economic)	Sect III & IV	Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement)	\$12,232,821			
Effective Date	01/01/14	01/01/15	01/01/16	
Percent Increase	3.400%	3.330%	2.990%	
Actual dollar increase	\$416,779	\$421,232	\$391,438	
Total Economic Costs	\$12,649,600	\$13,070,832	\$13,462,270	
(successor agreement)				

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 3.240%
Dollar impact (average per year over term of agreement) \$409,816

Section VIII: Medical Costs

	Base Year	Year 1		
Cost of Health Plan	\$1,315,981	\$1,387,192		
Employee Contributions	\$169,139	\$191,925		
Prescription	\$415,641	\$441,056		
Dental	\$85,726	\$83,661		
Vision	\$14,700	\$14,700		

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: _____ Title: _____
Print Name
Signature: _____ Date: _____